

RACIAL HARASSMENT POLICY

RATIONALE

1. Under the Human Rights Act 1993 (Section 63) it is unlawful to use:

Language
Visual Material
Physical Behaviour

That:

- a) Expresses hostility against or brings into contempt or ridicule, any other person on the ground of colour, race, or ethnic or national origins of that person; and
 - b) is hurtful or offensive to that other person; and
 - c) is either repeated, or of such a significant nature, that it has a detrimental effect on that person.
2. We have a moral responsibility as a school to ensure that children feel safe from racial harassment within the school grounds.

PURPOSE

To ensure definite steps are taken by staff when confronted with examples of racial harassment.

GUIDELINES

1. The Principal will be notified of all incidents of racial harassment witnessed or reported within the school.
2. Once the harassment has been substantiated, parents of the instigators will be notified. Further harassment by the instigator within the same year will result in the convening of the disciplinary sub-committee of the Board of Trustees and the parents will be asked to attend.
3. A staff member of the child's choice will be available to guide any child who has suffered racial harassment and will reassure them that :
 - a. This matter will be handled confidentially, quickly and sensitively
 - b. They have a right to feel safe in their school environment
 - c. No child in this school has any right to make racist statements to another child
 - d. Children who have been racially harassed can report directly to a staff member
4. All children will be taught tolerance and respect of other cultures through class programmes.
 - a. Specifically as part of Social Sciences and Health programmes
 - b. Incidentally as part of overall programmes
 - c. In conjunction with our school Code of Conduct and the School Values
5. All staff will be made aware of the provisions of this policy on an annual basis.

CONCLUSION

This Policy should be read in association with the Child Management System Overview.

Initiated:	14 March 1995	Ratified:	April 1995	Reviewed:	April 1999 August 2003 September 2006 April 2010
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